

Leadership Link

Volume 10 Issue 2

August 2006

CALENDAR OF EVENTS

September 12 Speaker Meeting PANDEMIC FLU

"What you need to know about
the bird flu that
everyone is talking about"

Presented by

Dr. Bruce Dart

September 19 Nebraskaland Council Meets in Omaha

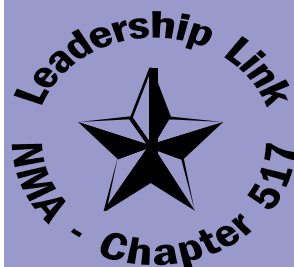
October 3 Speaker Meeting

Michelle Bring
Marketing Senior VP
Lincoln
Chamber of Commerce

**National Management
Association (NMA)**
2210 Arbor Boulevard
Dayton OH 45424
Phone 937-294-0421
www.nma1.org

VISION STATEMENT

NMA is the recognized
worldwide partnership of
people and businesses
inspiring outstanding
leadership, and cultivating
highly productive workplaces.



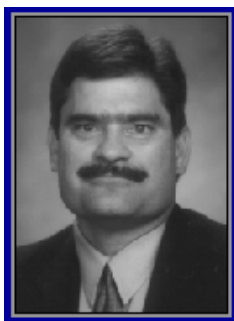
President's Message



One of our priorities this year is to recruit a group of "Executive Advisors" for Leadership Link. NMA defines executive advisors as upper management, elected officials or department heads. They will serve as consultants and advisors. They will help us identify and prioritize leadership topics and training that are suitable and beneficial to employees of city / county government. We hope their presence will encourage and support new and current members in developing, improving and renewing their leadership skills. Their unique perspectives will be taken into consideration for future planning.

NMA and its affiliated chapters encourage systemic leadership development programming at all levels. Change is everywhere. NMA's list of leadership competencies reflects the appropriate list of skills, behaviors, and imperatives for an individual to thrive. To date, I am pleased to report our board has recruited the following Executive Advisors for Leadership Link:

- Gwen Thorpe, County Board
- Carol Connor, Library Director
- June Pederson, Director, Lincoln Area Agency on Aging



September 12th Speaker - Bruce D. Dart, PhD Director of Lincoln-Lancaster County Health

"PANDEMIC FLU: What you need to know about the 'bird flu' that everyone is talking about"

Bruce Dart is the Director of the Lincoln-Lancaster County Health Department in Lincoln, Nebraska. The Health Department provides leadership in promoting environmental and personal health through health promotions, disease detection, disease prevention, education and regulation. The Department is responsible for assisting the community and its citizens to assume responsibility for individual health and the health of the community. There are 200+ employees serving under Dr. Dart's direction.

Prior to coming to Lincoln, Dr. Dart served as the Director of the Independence, Missouri Health Department and Grand Island/Hall County Health Department in Grand Island, Nebraska. He was also employed at the Douglas County Health Department for 17 years in the Environmental Health, Childhood Lead Poisoning Prevention and Epidemiology programs.

Dr. Dart has 25+ years of public health experience. He holds a Bachelors Degree in Biology, a Masters Degree in Health Services Administration and a Doctorate of Philosophy in Health Services with a Specialty in Community Health. Dr. Dart is involved in many organizations on the local and national level.

The meeting starts at 11:30 a.m., September 12, at UNL Champions Club, Building West of Memorial Stadium. Lunch Catered by 'Chances R'

Member Cost: \$9.00 Non-Member Cost: \$12.00

For Reservations: **Robyn Cruse-Miller**, at 441-5911, or rcruse@lincoln.ne.gov

Registration deadline is September 7th.

Meet Erik Hubl - Secretary, Leadership Link

Where did you grow up?

Red Cloud, Nebraska.

What is your favorite hobby?

Not fair! I have too many. I like Paleontology and Astronomy the best. If you combine them you get Paleo-Astronomy which is the study of how ancient cultures viewed the sky.

What three people would you take with you if you were stranded on an island?

Loren Eiseley, Nicolaus Copernicus and my wife Tammy.

What was your first job?

Cleaning up after a Veterinarian.

Choose any job in the world besides your own. What would it be and why?

Travel Reviewer. I would like to travel incognito, explore remote places and write up summaries of the best places to visit. In the

process, I could see the world and meet many new people.

What is one characteristic your parents passed to you?

Fiscal conservatism and taking care of responsibilities.

Describe your favorite memory of your grandparents.

Sunday meals, fresh kolace's and eating green beans in the garden.

What advice would you give someone about leadership?

To take the time to listen to what people are saying. Everyone has unique views and ideas that can be brought forward for the benefit of all.

Leadership

Advice from

Erik Hubl

"Take the time to listen to what people are saying. Everyone has unique views and ideas that can be brought forward for the benefit of all."

The NMA Leadership Model



Derived from a similar model in Results Based Leadership by Ulrich, Zenger, & Smallwood.

NMA Chapters and our Individual Membership Program are dedicated to building leadership bench strength and harnessing the leadership qualities that reside in all of us. You don't have to sit in a corner office or somewhere on the top floor to have influence. Each of us can learn to move mountains, no matter where we sit in the organization.

www.nma1.org

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Quotes

"High sentiments always win in the end. The leaders who offer blood, toil, tears and sweat always get more out of their followers than those who offer safety and a good time."

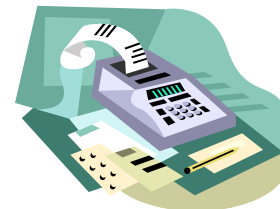
~George Orwell

British Novelist (1903-1950)

"You must learn from the mistakes of others. You can't possibly live long enough to make them all yourself."

~Sam Levenson

Budgets are Big News!



If you pick up the newspaper, turn on the TV or radio or for some, walk down the hallway, budgets are discussed. Every one of us, whether it is at home, work, or the board of Leadership Link, must address this sticky issue. The Leadership Link Board of Directors would like to share some information about this coming year and will present a financial statement to all of you in the near future.

Did you know that the cost of meals served at the monthly speaker meetings is supplemented by the dues paid by all of you? The average cost of lunch served at Champions Club is approximately \$14.00 and you are paying only \$9.00. Without having to drive to York, NE, you receive an excellent meal prepared by the chefs of Chances "R" Restaurant.

The morning meetings that are held at First Choice Credit Union are another benefit of Leadership Link membership. Chef Nader Farahbod, from *Billy's Restaurant*, prepares a delicious breakfast buffet for us. Leadership Link is required to pay a 25-meal minimum per our catering agreement. The cost to members is only \$9.00.

The speaker meetings and meals are just two of many benefits of membership in Leadership Link. The meetings alternate each month between breakfast and lunch and the cost is a bargain when you consider the knowledge gained plus the opportunity to network with co-workers and friends. We hope to see you at the next meeting. Bring a friend, if you can.

— Colleen Andrews, President-Elect

- \$ Programs
- \$ Professional Development
- \$ Member Relations
- \$ Catering
- \$ Facility Rent
- \$ Name Badges
- \$ Speaker Stipends
- \$ Door Prizes
- \$ Awards
- \$ Community Service
- \$ Orientation / Supplies

August Speaker Recap - "The Benefits of Music in our Lives" by Anne Bremer

Leadership Link members and guests had breakfast with Anne Bremer on August 1st. Her presentation on "The Benefits of Music in our Lives" was very relaxing and entertaining and especially interesting to those who work with older adults.

After Anne's grandmother went to a nursing home, it influenced her life's work. Anne decided to become a Recreation Therapist with a focus in Gerontology. She has worked nearly 20 years as an Activities Director. She is now employed at Savannah Pines as their Activities Director where she incorporates her musical ability to lead sing-a-longs and do one-to-one visits with bedridden residents. Anne shared stories about the effects of her music on residents and reminded us about the connections we all have in our lives between songs and special life events. Songs can trigger special memories from the past.

It wasn't long before Anne picked up her guitar and sang some old favorites. She invited us to sing-along and we did! She was just delightful and for those of you who weren't there, you missed some great networking and a therapeutic presentation by a leader that would have brought music to your ears! It was . . . "creative" and "fun."

— Donna Barrett

Congratulations Larry Williams — New President of RECCR

Larry Williams, Director of the Lincoln Commission on Human Rights was elected President of the Regional Executive Council of Civil Right Agencies (RECCR) at the annual HUD training conference on August 10, 2006, in Kansas City, Missouri. The RECCR is an organization of 20 Local and State government civil rights agencies in Nebraska, Iowa, Missouri, and Kansas.

Congratulations Larry, and we know you will represent our City and the Commission well.

— Colleen Floth

NMA CODE OF ETHICS

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability. I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment, and processes. I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management professional through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
- I will recognize the leadership is a call to service.

<http://www.lincoln.ne.gov/city/person/NMA-l/index.htm>

NMA STATEMENT OF PRINCIPLES

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

LEADERSHIP TIDBITS

Five Earmarks of a Great Leader

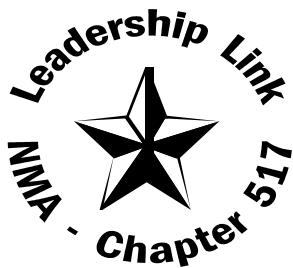
1. **Moral courage**—willingness to stay the course over the long haul
2. **Judgment**—willingness to seek good counsel from others and make the right decisions on major issues
3. **Ability to identify priorities**—ability to discern the important issues from those less important
4. **Concentration of effort**—wise use of time and energy
5. **Humor**—the ability to joke will help you connect with employees or the public

-- www.forbes.com

6 Ways to avoid really sucky hires Just don't hire them! Some tips:

1. Clone your best people—identify superstars; ask employees, peers, etc. what makes them great and match to that profile.
2. Let them be a little "different." Find unconventional characters who aren't afraid of change. Then, when the ground shifts, you will be ready.
3. Hire the mission-oriented—you want people driven by a purpose; who'll need to stretch a bit.
4. Look for people who excel at what you don't—You never want a team of quarterbacks; somebody has to block.
5. Be clever—Make them laugh with your ad.
6. Screen for desired qualities—if you need a problem solver, ask candidates about that but don't tip your hand about what you're looking for.

—www.advantedgemag.com



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